

Gender

Analysis of type of leadership within post of management in sport organizations in Madrid Community, since gender perspective

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Many differences exist among cultures around the world and therefore, among the different conceptions of the term gender. Gender is a cultural creation that confers different qualities, attributes and behaviours to women and men on the basis of their biological differences (Anker, 2001). According to Castaño, et al. (2009), the concept of leadership is regarded in the literature as being a subjective and historical one since different attributes or characteristics have been considered for leaders of different times. For this reason, there are various types of leadership depending on the task or depending on the people, autocratic versus democratic leadership, etc.

The aim of this study is to determine whether there are different types of leadership for men and women and within different job roles (Manager, Technical Director and Coordinator).

The subject of this study population was a representative sample of the people who work in a post steering within sports organisations located in the Community of Madrid. The data obtained were a sample (N = 401) with an affixation proportional according to type of entity (private and public organization) and gender. The methodology used in the research was an interview questionnaire, which was divided into three areas: 1) socio-demographic characteristics; 2) Type of leadership; 3) Scale to measure the different attitudes that hinder access (WAMS).

The analysis used was Chi-square, Phi Coefficient or Coefficient of Contingency. Data are expressed as percentages or as mean (standard deviation), being set at 0.05 significance level.

The results show that no differences exist in regards to leadership styles based on gender or managerial job roles. The general conclusion is that the number of stereotypes within the labour market has decreased in recent years, and this is important for the disappearance of the concept of glass ceiling, which is related to current management trends about leadership.

Keywords: women, leadership positions, glass ceiling, stereotypes and management.